Government of Alberta ■
Employment and Immigration

September 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 1,979,100[1] Albertans employed, of which about 354,900 are self-employed. The national unemployment rate increased slightly to 8.7% with decreases in labour market in participation. Unemployment in Alberta increased between July and August, moving from 7.2% to 7.4%. There are approximately 398,000 Albertans covered by union agreements. Alberta's union membership rate is 24.3% while nationwide the union membership rate is 30.2%[2].

[1]Seasonally adjusted
[2]Statistics Canada Labour Force Survey (LFS)

Highlights

A Disputes Inquiry Board (DIB), established to address a dispute between DynaLife$_{DX}$ Laboratories in Edmonton, Fort McMurray and other northern Alberta locations, and the HSAA, has assisted the parties in achieving a tentative agreement, subject to ratification. Ratified agreements were reached on September 12, 2009 involving both Canada Safeway Limited – Edmonton Distribution Centre and the UFCW, Local 401 and Lucerne Foods Edmonton Ice Cream Plant and the UFCW, Local 401. Strike/Lockout action had commenced at both facilities on September 7, 2009.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements														
Year	2007					2008					2009			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
Public	5,896	6,534	49,525	12,848	**74,803**	27,557	6,879	29,939	25,100	**89,475**	3,065	4,554	0	**7,619**
Private	4,579	7,367	12,648	17,001	**41,595**	21,678	13,722	5,733	10,488	**51,621**	2,765	4,595	308	**7,668**
All	10,475	13,901	62,173	29,849	**116,398**	49,235	20,601	35,672	35,588	**141,096**	5,830	9,149	308	**15,287**
Average Annual Wage Change %														
Year	2007					2008					2009			
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3 *	Total
Public	3.9	3.8	4.9	2.3	**4.3**	2.0	4.2	4.2	4.4	**3.6**	2.4	2.8	0.0	**2.6**
Private	4.0	5.7	6.7	6.0	**5.9**	3.7	4.6	4.4	4.9	**4.3**	2.5	1.5	1.9	**1.9**
All	3.9	4.8	5.2	4.4	**4.9**	2.8	4.4	4.2	4.6	**3.8**	2.5	2.1	1.9	**2.3**

* year-to-date

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage Settlements In Alberta By Industry – 2007 to 2009 (September)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	6	632	36.7	4.3	15.6
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	5	131	33.2	2.4	7.3
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	13	3,943	25.9	0.8	1.7
2008	18	9,381	43.6	5.6	22.3
2007	41	28,216	44.9	6.2	25.6
Educational Services*					
2009	7	573	32.4	1.4	4.0
2008	82	38,873	50.8	2.2	8.8
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	30	2,896	34.5	3.3	9.8
2008	52	58,632	38.3	4.7	15.3
2007	52	30,206	34.4	4.7	14.4
Information And Cultural Industries					
2009	3	827	25.1	2.8	6.1
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0

*** * Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008**

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Total Over Duration
Manufacturing					
2009	4	296	21.4	1.2	2.3
2008	28	3,366	35.0	5.3	15.5
2007	50	4,183	34.1	4.8	14.0
Mining And Oil And Gas Extraction					
2009	2	558	50.0	2.2	10.5
2008	2	2,750	58.5	3.1	16.0
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	5	102	22.8	2.2	4.2
2008	9	291	25.5	4.7	10.5
2007	6	236	29.5	5.9	13.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	1	4	33.0	0.0	0.0
Public Administration					
2009	21	5,488	27.8	2.8	6.7
2008	26	4,300	33.9	4.4	12.9
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	11	15,421	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	8	182	34.6	2.7	8.2
2008	16	1,137	36.5	6.6	21.4
2007	16	3,217	35.7	3.9	11.8
Utilities					
2009	2	77	26.0	2.2	4.9
2008	9	4,421	24.3	3.0	6.2
2007	12	3,175	30.4	5.8	15.5
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	6	1,566	42.5	4.7	21.2
2007	2	72	24.0	5.7	11.7

* * Public sector settlements do not reflect settlements based on Average Weekly Earnings in Alberta (AWEA) due to pending settlement information for 2009-2012. Current settlements include a 3.0% increase for 2007 and 4.53% for 2008

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Accommodation and Food Services					
Fairmont Palliser Hotel (Calgary)	CAW – Canada, Local 4273	300	24	February 28, 2011	1st year 2.25% 2nd year 2.50%
Canadian Resort Hotels LP – Fairmont Jasper Park Lodge	CAW, Local 4534	389	24	March 31, 2011	1st year 2.25% 2nd year 2.25%
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47	110	36	June 30, 2012	1st year 5.0% 2nd year 5.0% 3rd year 5.0%
Transportation and Warehousing					
Canada Safeway Limited – Edmonton Distribution Centre	UFCW, Local 401	306	36	December 13, 2011	1st year $0.85/hr. 2nd year $0.90/hr. 3rd year $0.80/hr.
Public Administration					
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	36	December 31, 2010	1st year 7.0% 2nd year 5.5% 3rd year 5.5%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Dynalife$_{DX}$ Labs (Edmonton/ Fort McMurray and other locations)	HSAA	827	First Agreement	Memorandum of Agreement.
Good Samaritan Society	AUPE	120	30-Jun-09	Negotiations Continue.
Mount Royal College	Support Staff Association	540	30-Jun-09	Negotiations continue.
Red Deer College	Support Staff Association	250	30-Jun-09	Negotiations continue.
Norquest College	Faculty Association	325	30-Jun-09	Negotiations continue.
Norquest College	AUPE	230	30-Jun-09	Negotiations Continue.
Keyano College	Faculty Association	130	30-Jun-09	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Calgary Board of Education (Public School District)	Bargaining Council of the CBE – Skills Trade Unions	150	31-Jan-09	Negotiations continue.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Calgary	Firefighters, Local 255	1,197	31-Dec-08	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Lethbridge	Firefighters, Local 237	137	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Old Dutch Foods Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Strike/Lockout.
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
City of Port Coquitlam	CUPE, Local 498	240	60	31-Dec-11
Terms: 1st year 3.0%, 2nd year 3.5%, 3rd year 3.5%, 4th year 4.0%, 5th year 4.0%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Okanagan Regional Library	CUPE, Local 1123	940	24	26-Dec-09
Terms: 1st year 4.0%, 2nd year 3.0%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Ontario				
Toronto Catholic District School Board	Ontario English Catholic Teachers' Association	3,830	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008 (settlements achieved in that month).				
Peel District School Board	Educational Resource Facilitators of Peel (teaching assistants)	1,200	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
Brock University (St. Catherines)	Ontario Secondary School Teachers Association (office/library support)	238	24	30-Apr-10
Terms: 1st year 3.0%, 2nd year 3.2%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
Simcoe County District School Board	OPSEU, Local 330	1,633	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", November 2008				
Private Sector				
British Columbia				
Summit Logistics (Burnaby)	Retail Wholesale Union, Local 580	380	36	31-Mar-11
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd year 2.5%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Domtar Inc. (Kamloops)	CEP, Local 10-b	338	48	30-Apr-12
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd year 2.5%, 4th year 3.0%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
DHL Express (Canada) (Vancouver)	CAW, Local 114	800	51	31-Mar-13
Terms: 1st year 0%, 2nd year 2.5%, 3rd year 2.5%, 4th year 2.5%				
Source: Business Council of B.C., "BC Bargaining Database", July 2009.				
Manitoba				
Canada Safeway Limited	UFCW, Local 832	3,300	60	15-Mar-14
Terms: 1st year 0-40¢/hr, 2nd year 0-.40¢/hr, 3rd year 0-.40¢/hr, 4th year 0-.40¢/hr , 5th year 0-.40¢/hr				
Note: Effective March 13, 2011, full-time employees receive $1,500; and part-time employees receive an amount on a pro-rated basis.				
Source: Human Resources and Skills Development Canada, "Workplace Bulletin", June 30, 2009				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

The provincial government and about 3,500 striking paramedics agreed to head back to the bargaining table on September 22, 2009 to try and end the nearly six-month old labour dispute. This followed a ruling by a B.C. Supreme Court judge that forced CUPE to rescind a directive to members not to work overtime or take shifts at ambulance stations other than their primary workplace. The directive meant some B.C. communities went with reduced or no ambulance service for a portion of two days. The ambulance employees went on strike on April 1, 2009, and services have been maintained by an essential services order of the B.C. Labour Relations Board. It is possible CUPE may ask for an independent industrial-inquiry commission to be established in this matter.

Source: www.timescolonist.com (Victoria), Matthew Pearson, "Paramedic labour talks to resume," September 20, 2009.

Ontario

The Canadian Auto Workers (CAW) and Ford have reached an "impasse" in ongoing labour talks regarding the future of the St. Thomas, Ontario assembly plant. Ford asked the CAW to renegotiate its current labour contract, which doesn't expire until 2011, after the union gave substantial concessions to GM and Chrysler as a condition for the broader bailout by the federal and Ontario governments. The union said Ford will have to agree to maintain its current Canadian manufacturing presence if it wants a cost cutting deal that will match earlier CAW concessions to GM and Chrysler.

Source: Canadian Press, Kristine Owram, "CAW, Ford reach 'impasse' on future of St. Thomas, Ont., assembly plant," September 23, 2009.

The Canadian Auto Workers, Local 88 approved the contract for the CAMI Assembly Plant (a joint venture in Ingersoll, Ontario) that freezes wages for four years and pensions for almost eight years, in exchange for job security, with plant production being extended until late into the next decade.

Source: Toronto Star, Richard J. Brennan, "Clement praises autoworkers for wage, pension concessions," September 21, 2009.

Quebec

On September 22, 2009, the Quebec Labour Relations Board ruled that it was illegal for Wal-Mart to lay off 190 workers in April 2005, shortly after they sought union accreditation. Wal-Mart has indicated it will appeal the arbitrator's ruling.

Source: CBC news online, "Wal-Mart loses Quebec Labour Board ruling," September 23, 2009.

Nova Scotia

Proposed changes have been introduced in the Legislature to the *Trade Union Act* so that employers and unions have the option of voluntarily agreeing to use mediation-arbitration to settle grievances over the interpretation, application or alleged violation of a collective agreement.

Source: Nova Scotia Chronicle Herald, "Faster route to resolve labour disputes on the way," September 22, 2009.

Federal

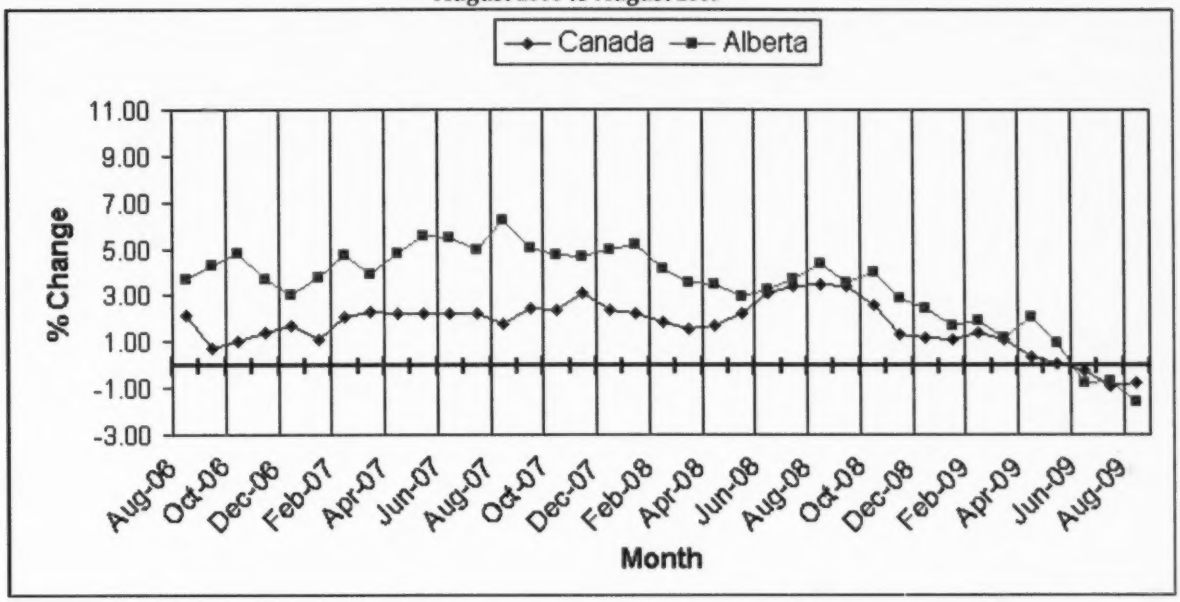
Four hundred and twenty workers, represented by Public Service Alliance of Canada, went on strike on September 21, 2009 in Ottawa at the Canadian Museum of Civilization and the War Museum over the wage gap with workers at other federal museums. Talks broke down in August, and the workers voted 92 per cent in favour of strike action on August 27, 2009.

Source: Public Service Alliance of Canada, News Release, "Picket lines are up at the Museum of Civilization and War Museum," September 21, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

August 2006 to August 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.51	2.19	117.93	4.97	117.48	4.88	118.02	5.45
2008	114.11	2.33	121.63	3.14	121.39	3.33	121.79	3.20
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.33	121.6	1.67	121.4	1.76	122.0	1.92
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35
Mar-09	114.0	1.06	120.9	0.92	120.9	1.17	121.3	1.08
Apr-09	113.9	0.35	120.4	-0.74	120.5	-0.58	120.8	-0.33
May-09	114.7	0.09	121.4	-0.65	121.6	-0.25	121.5	-0.65
Jun-09	115.1	-0.26	122.0	-1.61	122.2	-1.21	122.1	-1.45
Jul-09	114.7	-0.95	121.5	-1.46	121.8	-1.46	121.6	-1.14
Aug-09	114.7	-0.78	122.0	-1.69	122.1	-1.21	122.1	-1.85

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

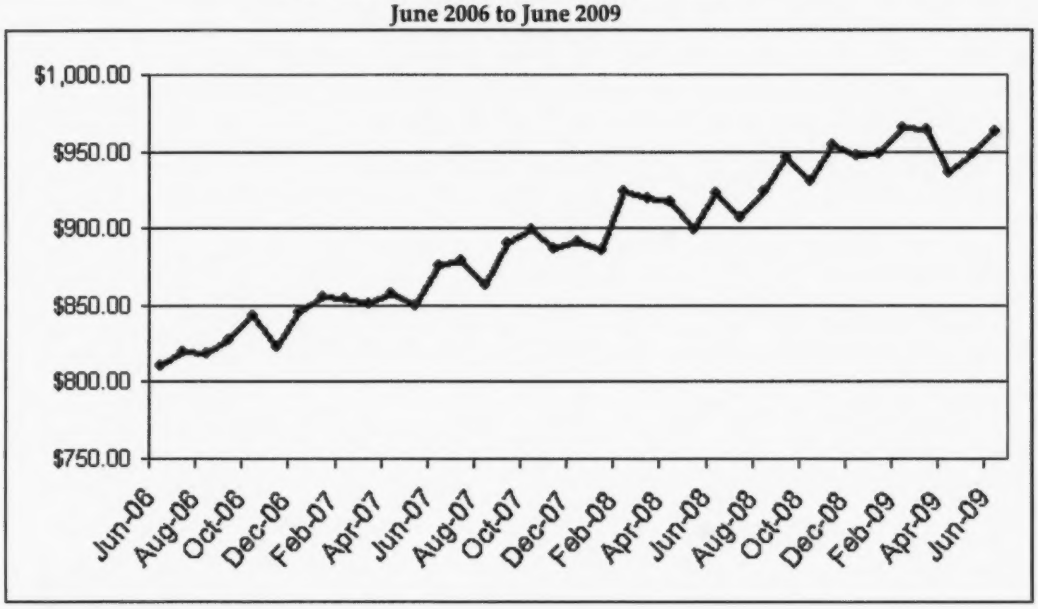
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Average Weekly Earnings Alberta (AWEA)

Year over Year Change (Monthly in AWEA*)

June 2006 to June 2009



Monthly AWEA		
		Yr. Over Yr. % Change (Monthly)
Jun-08	$923.07	5.49
Jul-08	$906.46	3.11
Aug-08	$923.47	6.98
Sep-08	$946.70	6.41
Oct-08	$930.75	3.54
Nov-08	$954.05	7.56
Dec-08	$947.61	6.33
Jan-09	$947.96	7.02
Feb-09	$965.26	4.46
Mar-09	$964.08	4.82
Apr-09	$936.30	2.07
May-09	$948.62	5.45
Jun-09	$962.77	4.30

Yearly AWEA		
		Yr. Over Yr. % Change (Annual)
2004	$741.06	3.32
2005	$783.90	5.78
2006	$823.35	5.03
2007	$871.06	5.79
2008	$923.21	5.99
2009	$954.17	3.35

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payrolls and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

Year over Year % Change (Monthly) - (Current month AWEA - Same month previous year AAWE) / Same month previous year AWEA x 100

Source: Statistics Canada, table 281-0026

Union Name Listing

ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
AWIU – International Association of Heat and Frost Insulators and Allied Workers
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
CWA-SCA – Media and Communications Workers of America (Canada)
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.